



# IPSWICH SCHOOL

## STATEMENT ON GENDER PAY GAP REPORTING 2021

From 6 April 2017, employers in Great Britain with more than 250 staff are required by law to publish the following figures annually on their own website and on a government website:

- percentage of men and women in each hourly pay quarter
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

On the 'snap shot date' of 5 April 2020, the calculations for Ipswich School were as follows:

### Percentage of men and women in each hourly pay quarter

Upper Hourly Pay Quarter		Upper Middle Hourly Pay Quarter		Lower Middle Hourly Pay Quarter		Lower Hourly Pay Quarter	
Female	Male	Female	Male	Female	Male	Female	Male
64.7	35.3	63.7	36.3	73.5	26.5	81.4	18.6

The **mean (average)** gross hourly rate of pay of ALL **female** employees (taken as a single group) is £18.53 (2019 - £18.18).

The **mean (average)** gross hourly rate of pay for ALL **male** employees (taken as a single group) is £23.49 (2019 - £23.07).

There is therefore a 21.11% (2019 - 21.19%) difference between male and female average gross hourly rates of pay.

The **mid-point (median)** gross hourly rate of pay of **female** employees (taken as a single group) is £11.99 (2019 - £11.56).

The **mid-point (median)** gross hourly rate of pay for **male** employees (taken as a single group) is £20.28 (2019 - £19.93).

There is therefore a 40.877% (2019 - 41.99%) difference between male and female median gross hourly rates of pay.

## What do these figures tell us?

It should be noted that these calculations are for ALL staff - we are aware (from further analysis, as set out below), that a much smaller gender pay gap of:

- 8.3% exists between male and female full time staff (mean)
- 1% exists between male and female part time staff (mean).

When we look at ALL staff there is a larger pay gap, and this exists because the School has two distinct sets of employees:

- A large group of teachers, qualified to degree level, working at a professional hourly rate of pay of c£30-40 per hour
- A large group of support staff in lower paid occupations such as Catering and Cleaning, working at an hourly rate of pay of c£9-12 per hour
- There is a smaller population of staff employed in the 'middle ground' (e.g. as Sports Coaches and Administrators), but our workforce is essentially 'polarised'.

We employ more females in roles such as cleaning, catering and invigilating (although we encourage applications from all appropriately qualified/experienced individuals). It should be noted that our cleaning and catering roles are not outsourced to external companies (a common practice in many state maintained schools). Outsourcing would undoubtedly improve our gender pay gap position, but we do not believe it would be in the best interests of our stakeholders.

In addition, in January 2018, the School opened The Lodge Day Nursery, a new nursery provision for children aged from 0-3 years. There has been ongoing recruitment to various positions to staff our new Nursery throughout 2018, 2019 and 2020 as our nursery numbers have grown. Although we have encouraged applications (in line with our normal recruitment procedures) from all appropriately experienced/qualified practitioners, all positions have been filled (to date) by females. There have been 24 roles created in The Lodge Day Nursery overall.

The School have expanded the number of sports coaching posts this year, and we have increased the number of supply teaching staff, Relief Catering and Cleaning staff and Relief Nursery Assistant positions to meet staffing requirements. As a result, the overall number of staff employed has increased this year, with a slight increase in the number of females employed in the lower quartiles of our pay structure. There has also been an increase in the number of women in the highest pay quartile too. This is mainly due to a higher percentage of female teachers filling vacant posts in September 2019, and more female staff occupying Head of Academic Department roles than the year before. Overall, however, these changes have resulted in very little change to our reportable figures.

As noted in previous years, external analysis of national pay data indicates it is not uncommon for more females to be employed in roles such as nursery assistant, invigilator, cleaning and catering, and the issue is not particular to Ipswich School. There is generally a much higher proportion of female applicants for these types of positions at the School, although equal opportunity is given to female and male applicants for all posts, and we do not discriminate on the grounds of gender (or any other factor). We have made a number of male appointments in our cleaning team in recent years (4). It should also be noted that equal payment is made for equal work in all roles, regardless of gender.

## Part-time calculations

As many of our staff are employed on a part-time basis, we have calculated the separate mean (average) and mid-point (median) gross hourly rates of pay for part-time and full-time female staff and part-time and full-time male staff, and these are as follows:

	<b>Mean (Average)</b>	<b>Median (mid-point)</b>
Full-time Females (103)	£24.40 per hour	£20.87 per hour
Full-time Males (89)	£26.61 per hour	£25.96 per hour
Part-time Females (182)	£15.18 per hour	£9.54 per hour
Part-time Males (34)	£15.34 per hour	£9.27 per hour

It can be seen from this data that the mean and median rates of pay for part-time staff are very similar, the gap has reduced this year from 3.1% to 1%, and the median rate for females remains higher than for males.

This further highlights the fact that a gender pay gap exists overall because the majority of our part-time staff are females working in roles that attract lower hourly rates of pay (such as cleaning and catering) as explained above.

## Bonuses

Ipswich School does not operate a bonus reward scheme for male or female employees, so there are no figures to calculate in relation to bonus payments.

## What do we do already to ensure gender pay equality and fair pay for all?:

- The School operates the same pay structures in all departments for male and female employees i.e. male and female teaching staff are paid on the same teaching salary spine (with progression up the spine dependent on length of service and performance in role). Similarly, male and female cleaners and catering assistants are paid the same hourly rates of pay.
- The School has a clear Equal Opportunities Policy (available to view on our website and on request) and a transparent and straight forward staff recruitment process. We strive to provide equal opportunity for everyone applying to work at the School. We do not discriminate on the grounds of gender (or any other characteristic) during our recruitment and selection process.
- The School pays at least the National Living Wage to all staff (other than pupils employed by the School who earn the NMW for their age), regardless of gender, and carefully reviews hourly rates of pay regularly to ensure they are fair and reflect the appropriate market rate for the work.
- The Senior School's Senior Management Team (9 staff) contains an appropriate mix of genders, with four female SMT appointments (Senior Deputy Head Pastoral, Director of Co-Curriculum, Head of Lower School and Director of Admissions, Marketing and Outreach).
- The Senior Leadership Team in the Prep School has four female members, including the Prep Head, and one male member (Deputy Head, Prep School).
- Women are well represented in our middle management structures with 13 out of 22 academic department heads being female in the academic year 2020-21. This demonstrates there is equal opportunity for all staff to progress to senior levels in our organisation.
- We strive to support both men and women to balance their working and home/family commitments, offering the same support to both in relation to, for example, caring responsibilities.
- We have effective training and development programmes in place for all staff, with a robust performance review system designed to assist all staff to progress and reach their potential.

- We have systems in place to monitor staff leaving the organisation to understand their reasons for doing so.

**What more can we do?:**

- Continue to strive to do all we can to not constrain individual choice, and to eradicate any unconscious bias and discrimination that could exist within our organisation that may sometimes see female staff hold back from seeking promotion.
- We will continue to offer attractive, fairly-paid, flexible work options for all staff, regardless of gender, to recruit and maintain skilled staff, particularly following maternity, paternity or adoption leave (or in similar circumstances).
- We will review our gender pay gap calculations regularly.

Signed

A handwritten signature in black ink, appearing to read 'N J Weaver', is written over a light grey rectangular background.

N J Weaver, Headmaster

February 2021